

# High Sick Leave Consumption Louisville Metro Corrections



KPI Owner: Dwayne Clark

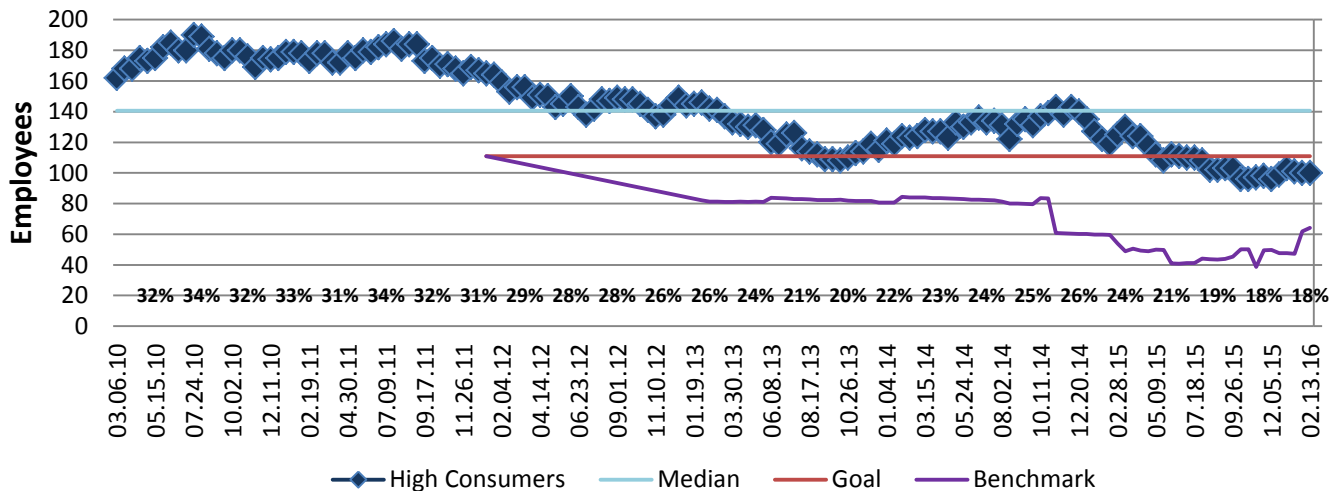
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14 161 Employees per month Goal: No more than 111 employees per bi-weekly period (based on 2015 average).  Benchmark: 11.72% LMG Top Quartile 02/13/16	Data Source: Payable Time Peoplesoft  Goal Source: Scope Summary  Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: # of employees who used 9 or more out of 12 sick days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Roll out new employee sick leave policy and incentives.

## How Are We Doing?

03.02.14-02.13.16 Rolling 52wk Avg Goal	03.02.14-02.13.16 Rolling 52wk Avg		02.15.15-02.13.16 Goal	02.15.15-02.13.16 Actual	
<b>111</b>	<b>107</b>		<b>111</b>	<b>100</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



Root cause analysis is not necessary because there is no gap between current performance and the goal.